



Carmichael Connection

April 2018

HEAD OFFICE
 2219D McGarrigle Road
 Nanaimo, BC V9S 4M4
 Tel: (250) 585-2889
 Fax: (250) 585-2861

CARMICHAEL ENTERPRISES RESIDENTIAL PROGRAMS LTD

IN THIS ISSUE

FIVE-YEAR COMPLAINT AND INSPECTION REPORTS AVAILABLE THROUGH COMMUNITY CARE ACT CHANGES

Excerpts From: Andy Nealon, CHEK NEWS

<https://www.cheknews.ca/five-year-complaint-and-inspection-reports-available-through-community-care-act-changes-425819/>

The province is hoping to give families more transparency when deciding which care facilities they want for their loved ones.

Changes to the province's Community Care and Assisted Living Act will see substantiated complaints and inspection reports posted online for five years.

This applies to care providers of children, the elderly and other vulnerable British Columbians.

Information will be posted on health authority websites, which are scheduled to be in operation by the fall.

Currently, only high-level summaries of inspection reports for licensed facilities are posted for child-care, and high-level substantiated complaint summaries are available for assisted-living facilities for a two year period.

There is no information posted about unlawfully operated daycare facilities.

The act regulates the licensing for community-care facilities, which also includes assistance for people with developmental disabilities, mental health and substance-use disorders, and brain injuries.

"Whether people are choosing child care, a residential-care facility for an elder, or a recovery home for those they love, they need information to make the best care choices," Premier John Horgan said in a release.

"These changes to the law will give families the ability to make more informed decisions about who will care for the ones they love."

The Ministry of Health is getting an extra \$2.09 million to increase the number of health authority licensing officers.



BENEFITS SUMMARY

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TOO MANY BRAIN CONNECTIONS

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STAFF SPOT LIGHTS



Birthdays ~ April 2018

Anthony	Temidayo	Cam
John	Glenn	Patricia
Richard	Raylene	Scott
Judy	Jessica	Joe
Della	Victory	Jaimee
Shawn		

Staff Draw Winners

MARCH: Larissa T. Faith



Welcome New Staff & Returns

Lara

RANDOM FAST FACTS



Night vision goggles are green because the human eye can differentiate mores shades of green than any colour.



Ferrero, the Nutella maker in Alba Italy uses about ¼ of the world's hazelnut supply. More than 100,000 tons every year.

OOPS!

If we have missed anyone off the Staff Spotlights please contact the office so we may correct in the next issue. Thank you!



THE DUPUIS LANGEN GROUP
SOLUTIONS WITH CLARITY



EMPLOYEE
BENEFITS

BENEFITS SUMMARY

Submitted by: Carmela Taylor ~ Executive Administrator/Co-Owner

For those who are curious on what our group health and dental benefits look like and for those eligible employees who are not quite sure what is covered or not, here is a schedule of our benefits.

I suggest that if you have not done so already, download the apps ClaimSecure and/or GroupHealth on your smart phones for easy access of information and claims submission.

Carmichael Enterprises Residential Programs Ltd.

Schedule of Benefits

Class 1: All Eligible Full Time Employees

Eligibility: Full-time and part-time employees are eligible for this benefit as a condition of employment

Minimum number of hours: 32

Waiting Period: 3 months

Cost sharing: Employer pays 100% of all benefits except LTD.

Employee Life Insurance/ Accident and Serious Illness

Flat \$25,000

Coverage reduces by 50% at age 65 and terminates: at age 70

Includes Critical Disease and Serious Illness

Principal amount is equal to the Employee Life Insurance, and is payable in addition to the Life Insurance in the event of an employee's death by accidental means while insured.

Employee Dependent Life Insurance

Spouse: \$10,000

Dependent Child: \$5,000

Dependent eligibility:

to age 22 / 26 if full time student

Extended Health Care

Deductible:

No deductible

Coinsurance:

80% prescription drugs, 100% of all other eligible expenses in Canada

(prescription reduced from 100% April 1, 2012)

100% hospital and out-of-province emergency

Prescription Drug Plan:

Pay direct drug card included- covers lowest cost generic equivalent product unless physician specifies "no substitution" - FORMUCARE

Plan Maximum:

Unlimited

Hospitalization:

Semi-private room

Hospital Indemnity:

\$40 a day starting on the 5th consecutive day

Hearing Aids:

\$500 every 36 months

Eye exams:

1 every 24 months

Vision Care - Eye Glasses:

\$225 every 24 months

Paramedical limits:

\$500 per practitioner per policy year per insured person

Orthopedic shoes

1 pair per calendar year

Orthotics

\$300 / calendar year

Out-of-province maximum:

Covered for \$5,000,000 per event, up to 180 days

Out-of-province Medical Referral:

\$10,000 per calendar year (upon MSP approval)

Travel Insurance Cancellation:

\$5,000 per event per insured

EAP Program:

Ceridian Lifeworks

Survivor benefits:

maximum of 24 months

Coverage terminates:

To age 70

Dental Care

Deductible:

No deductible

Reimbursement:

100% basic dental

Maximum:

\$2,000 for basic and major per person per calendar year

50% major & restorative

\$2,000 per insured per lifetime for orthodontic services

50% orthodontic services

(for dependent children under age 19)

Recall frequency:

1 per 9 months

Survivor benefits:

maximum of 24 months

Coverage terminates:

To age 70

Long Term Disability (100% Employee paid premiums)

Benefit amount:

66.67% of monthly earnings

Waiting period for benefits: 119 days

Taxability of benefits: Not taxable

Maximum:

\$7,500

Maximum benefit period: 2 years

NEM:

\$6,000

Definition: 2 year own occupation

ONTARIO GOVERNMENT RELEASES CHILDREN'S BOOKS AIMED AT CELEBRATING PEOPLE OF ALL ABILITIES

Excerpts from Jasmine Pazzano, Video Journalist Global New
<https://globalnews.ca/news/4039444/ontario-childrens-books/>

Phillipe Menard reads to his two-year-old son, Gavin, the book "Felicia McCan" in hopes he will learn a lesson.

The book tells the tale of a girl who is legally blind. Her classmates are initially fixated on her magnifier, which she uses to help her read, but in the end, Felicia stands out for another reason: her energy and charm.

"I would want him to learn what they learned," Oshawa native Menard said. "You don't have to be the exact same as everyone else to get around in life."

The message of the book resonates with him, as both he and his son have cerebral palsy.

"I was an outsider," he said.

"People put labels on you. When I was born, doctors [said] I couldn't write or speak. I proved them wrong."

"Felicia McCan" is just one of three books the Ontario government has published to encourage inclusion among kids. Each book features characters who feel they are "different," and Felicia's character is inspired by the author's experiences, as she is legally blind, too.

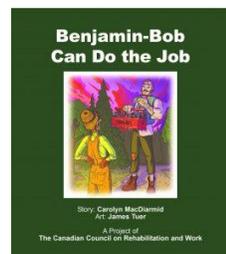
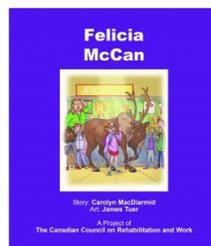
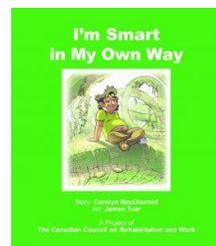
"I want [children] to take away the message that the main character is able," Toronto-based writer Carolyn MacDiarmid said. "They still have a lot of offer."

"My hope would be that we engage...kids at the youngest possible age to emphasize how

important it is to integrate people with disabilities," Minister Responsible for Accessibility Tracy MacCharles said.

Menard hopes that by reading the book to him, his son will have more confidence in his abilities. "Different is good," he said.

Public libraries and elementary schools can order copies of the books for free through Publications Ontario. The books are made to be accessible to everyone; all have clear, large print, and English, French and Braille versions are also available.



For Audio Files:

<http://www.ccrw.org/childrensbooks/>

UP COMING EVENTS



WORLD AUTISM DAY

April 2, 2018

<https://letstalk.bell.ca/en/>



CARF Canada

Advanced Performance Measures

Dates: April 30 – May 2, 2018

Simon Fraser University at Harbour Centre
 515 West Hastings Street
 Room 7000
 Vancouver, BC

<http://www.cvent.com/events/carf-canada-advanced-performance-measurement/event-summary-f33f5767dbc46fe8f56e35acb658e01.aspx>



EARTH DAY

April 22, 2018

IN AUSTIM TOO MANY BRAIN CONNECTIONS MAY BE AT ROOT OF CONDITION

Excerpts from: Washington School of Medicine, Tamara Bhandari, November 2, 2017
<https://medicine.wustl.edu/news/in-autism-too-many-brain-connections-may-be-at-root-of-condition/>

LEARNING, SOCIAL ISSUES MAY REFLECT NEURONAL MISCOMMUNICATION

Mutations in a gene linked to autism in people causes neurons to form too many connections in rodents. The findings suggest that malfunctions in communication between brain cells could be at the root of autism.

A defective gene linked to autism influences how neurons connect and communicate with each other in the brain, according to a study from Washington University School of Medicine in St. Louis. Rodents that lack the gene form too many connections between brain neurons and have difficulty learning. The findings, published Nov. 2 in *Nature Communications*, suggest that some of the diverse symptoms of autism may stem from a malfunction in communication among cells in the brain.

"This study raises the possibility that there may be too many synapses in the brains of patients with autism," said senior author Azad Bonni, MD, PhD, the Edison Professor of Neuroscience and head of the Department of Neuroscience at Washington University School of Medicine in St. Louis. "You might think that having more synapses would make the brain work better, but that doesn't seem to be the case. An increased number of synapses creates miscommunication among neurons in the developing brain that correlates with impairments in learning, although we don't know how."

Autism is a neurodevelopmental disorder affecting about one out of every 68 children. It is characterized by social and communication challenges. Among the many genes linked to autism in people are six genes that attach a molecular tag, called ubiquitin, to proteins. These genes, called ubiquitin ligases, function like a work order, telling the rest of the cell how to deal with the tagged proteins: This one should be discarded, that one should be rerouted to another part of the cell, and a third needs to have its activity dialed up or down.

Patients with autism may carry a mutation that prevents one of their ubiquitin genes from working properly. But how problems with tagging proteins affect how the brain is hardwired and operates, and why such problems may lead to autism, has remained poorly understood. To understand the role of ubiquitin genes in brain development, Bonni, first author Pamela Valnegri, PhD, and colleagues removed the ubiquitin gene *RNF8* in neurons in the cerebellum of young mice. The cerebellum is one of the key brain regions affected by autism.

The researchers found that neurons that lacked the RNF8 protein formed about 50 percent more synapses – the connections that allow neurons to send signals from one to another – than those with the gene. And the extra synapses worked. By measuring the electrical signal in the receiving cells, the researchers found that the strength of the signal was doubled in the mice that lacked the protein. The cerebellum is indispensable for movement and learning motor skills such as how to ride a bicycle. Some of the recognizable symptoms of autism – such as motor incoordination and a tendency to walk tippy-toed – involve control of movement.

The animals missing the *RNF8* gene in the neurons of their cerebellum did not have any obvious problems with movement: They walked normally and appeared coordinated. When the researchers tested their ability to learn motor skills, however, the mice without RNF8 failed miserably. The researchers trained the mice to associate a quick puff of air to the eye with the blinking of a light. Most mice learn to shut their eyes when they see the light blink, to avoid the irritation of the coming air puff. After a week of training, mice with a functioning copy of the gene closed their eyes in anticipation more than three quarters of the time, while mice without the gene shut their eyes just a third of the time.

While it is best known for its role in movement, the cerebellum is also important in higher cognitive functions such as language and attention, both of which are affected in autism. People with autism often have language delays and pay unusually intense attention to objects or topics that interest them. The cerebellum may be involved not only in motor learning but in other features of autism as well, the researchers said. Of course, there is a world of difference between a mouse that can't learn to shut its eyes and a person with autism who struggles to communicate. But the researchers said the findings suggest that changing how many connections neurons make with each other can have important implications for behavior.

Since this paper was written, Bonni and colleagues have tested the other autism-associated ubiquitin genes. Inhibition of all genes tested cause an increase in the number of synapses in the cerebellum. "It's possible that excessive connections between neurons contribute to autism," Bonni said. "More work needs to be done to verify this hypothesis in people, but if that turns out to be true, then you can start looking at ways of controlling the number of synapses. It could potentially benefit not just people who have these rare mutations in ubiquitin genes but other patients with autism."

Carmichael Connection

Serving Nanaimo to Campbell River

Randi's Place ~ Wellington Place ~ Oceanside Place ~ Creekside Place ~ Shamrock Home ~ Hammond Place ~
 Uplands Home ~ Harbourview Place ~ Matt & Dan's Home ~ Buckley Bay Home ~ Bronte's Home ~
 Martin Place ~ Outreach Home ~ Sherbourne Home ~ Nim Nim House ~